

**SENT VIA EMAIL**

August 29, 2014

Jim Unland, President  
San Jose Police Officers' Association (SJPOA)  
1151 North Fourth Street  
San Jose, CA 95112

**RE: Police Officer Retention**

Dear Jim:

We would like to meet with the POA to discuss developing a program related to Police Officer retention. We would like to meet with you as soon as possible, and would appreciate you letting us know two or three dates and times when you are available in the next couple of weeks.

We look forward to hearing from you to schedule a time to meet.

Sincerely,



Alex Gurza  
Deputy City Manager

c: Larry Esquivel, Chief of Police  
Edgardo Garcia, Assistant Chief of Police  
Jennifer Schembri, Deputy Director of Employee Relations  
Gregg Adam, SJPOA Counsel  
John Robb, Vice President POA  
Franco Vado, Chief Financial Officer POA